

Message Text

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PAGE 01 SINAI 01841 051030Z
ACTION SSM-05

INFO OCT-01 ISO-00 ONY-00 /006 W
-----113478 060437Z /11
R 050959Z AUG 78
FM USMISSION SINAI
TO SECSTATE WASHDC 4335

C O N F I D E N T I A L SINAI 1841

FOR SSM ONLY

E.O. 11652: GDS
TAGS: OGEN
SUBJECT: SFM SECURITY REQUIREMENTS

REF: STATE 193829

1. I HAVE GIVEN CONSIDERABLE THOUGHT TO THE SUBJECT OF QUALIFICATIONS AND EXPERIENCE REQUIRED FOR THE SFM GUARD FORCE. IT SEEMS TO ME THAT WE WOULD BE MAKING A MISTAKE IF WE COME DOWN ON HARD FAST REQUIREMENTS SUCH AS COMBAT EXPERIENCE OR RECENT MILITARY COMBAT TRAINING. WHAT WE ARE LOOKING FOR IS A MATURE WELL-BALANCED INDIVIDUAL WHO HAS EITHER BY TRAINING OR EXPERIENCE THE ABILITY TO PERFORM AS AN INTEGRAL PART OF THE SECURITY TEAM AT SFM. HE SHOULD BE FAMILIAR WITH THE TYPE WEAPONS THAT WE HAVE AND SHOULD BE PSYCHOLOGICALLY PREPARED TO USE THOSE WEAPONS SHOULD IT BECOME NECESSARY. I WOULD SUGGEST THE FOLLOWING CRITERIA:

A. HE SHOULD HAVE A WORK BACKGROUND IN ORGANIZATIONS WHERE DISCIPLINE AND TEAMWORK HAS BEEN DISPLAYED. THE ABILITY TO ACCEPT CLOSE SUPERVISION AND HIGH OPERATING STANDARDS IS IMPORTANT.

B. APPLICANTS SHOULD BE MATURE, EMOTIONALLY
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STABLE, WITH THE PROVEN ABILITY TO CARRY OUT THEIR DUTIES IN A POLITE BUT FIRM FASHION.

C. LINE COMBAT EXPERIENCE IN A MILITARY UNIT OR EXTENSIVE COMBAT PREPAREDNESS TRAINING INVOLVING GOOD WORKING KNOWLEDGE OF WEAPONS, SURVEILLANCE AND GUARDSTANDING PROCEDURES. I BELIEVE THAT WE SHOULD ALSO CONSIDER

APPLICANTS WHO HAVE HAD POLICE ACADEMY TRAINING OR WORK EXPERIENCE WITH SECURITY OR POLICE ORGANIZATIONS. HOWEVER, THIS TRAINING AND EXPERIENCE SHOULD HAVE INCLUDED FIRST-HAND EXPERIENCE WITH WEAPONS AND SECURITY OPERATIONS.

D. APPLICANTS SHOULD HAVE A GOOD ATTITUDE TOWARDS THE IMPORTANCE OF EFFECTIVE SECURITY PREPAREDNESS. THEY SHOULD BE IN GOOD PHYSICAL CONDITION AND BE PREPARED TO PARTICIPATE FULLY IN A PROGRAM WHICH DEMANDS DISCIPLINE, TRAINING AND CONTINUED ALERTNESS.

2. I HOPE THAT THE ABOVE SUGGESTIONS WILL BE OF USE TO YOU IN ESTABLISHING THE QUALIFICATIONS FOR SFM GUARDS. IN ADDITION TO ESTABLISHING A PROFILE FOR THESE EMPLOYEES I BELIEVE THAT IT IS ESSENTIAL FOR US TO ENSURE THAT RECRUITERS IN E-SYSTEMS HAVE A GOOD BASIC UNDERSTANDING AND APPRECIATION OF WHAT WE ARE TRYING TO ACCOMPLISH. WE WILL NOT HAVE ACCOMPLISHED ANYTHING IF WE WIND UP WITH A BUNCH OF TOWN MARSHALS, NOR WILL WE HAVE DONE THE JOB IF WE GO TO THE OTHER EXTREME AND HIRE A CREW OF MERCENARIES. THIS PLACES AN ADDED BURDEN ON THE RECRUITER TO INTERVIEW APPLICANTS IN SOME DETAIL CONCERNING THEIR EXPERIENCE, ATTITUDE AND ABILITIES. FOR EXAMPLE I HAVE SEEN THE RESUME ON THE CANDIDATE THAT YOU DISCUSS IN REFTTEL. APPARENTLY HE DOES HAVE A DEGREE IN CRIMINOLOGY
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AND HAS WORKED ON THE POLICE FORCE SOMETHING LESS THAN ONE YEAR. THE ONLY WAY ONE COULD DETERMINE WHETHER OR NOT HE WOULD BE QUALIFIED WOULD BE TO INTERVIEW HIM IN DEPTH AS TO THE TRAINING HE RECEIVED EITHER AT THE UNIVERSITY OR ON THE JOB ON SUCH THINGS AS ROUTINE SECURITY PRINCIPLES, WEAPONS FAMILIARIZATION, RIOT CONTROL, ETC. UNLESS HE HAS HAD FIRST-HAND EXPERIENCE OR TRAINING IN THESE AREAS HIS DEGREE IN CRIMINOLOGY AND HIS LIMITED POLICE EXPERIENCE WOULD NOT BE SUFFICIENT.
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Message Attributes

Automatic Decaptioning: Z
Capture Date: 01 jan 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: n/a
Control Number: n/a
Copy: SINGLE
Draft Date: 05 aug 1978
Decaption Date: 20 Mar 2014
Decaption Note: 25 YEAR REVIEW
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 20 Mar 2014
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1978SINAI01841
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: GS
Errors: N/A
Expiration:
Film Number: D780322-0212
Format: TEL
From: SINAI
Handling Restrictions:
Image Path:
ISecure: 1
Legacy Key: link1978/newtext/t19780894/aaaadari.tel
Line Count: 105
Litigation Code IDs:
Litigation Codes:
Litigation History:
Locator: TEXT ON-LINE, ON MICROFILM
Message ID: ea7a1d68-c288-dd11-92da-001cc4696bcc
Office: ACTION SSM
Original Classification: CONFIDENTIAL
Original Handling Restrictions: ONLY
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 2
Previous Channel Indicators: n/a
Previous Classification: CONFIDENTIAL
Previous Handling Restrictions: ONLY
Reference: 78 STATE 193829
Retention: 0
Review Action: RELEASED, APPROVED
Review Content Flags:
Review Date: 04 aug 2005
Review Event:
Review Exemptions: n/a
Review Media Identifier:
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
SAS ID: 1825580
Secure: OPEN
Status: NATIVE
Subject: SFM SECURITY REQUIREMENTS
TAGS: OGEN
To: STATE
Type: TE
vdkgvwkey: odbc://SAS/SAS.dbo.SAS_Docs/ea7a1d68-c288-dd11-92da-001cc4696bcc
Review Markings:
Sheryl P. Walter
Declassified/Released
US Department of State
EO Systematic Review
20 Mar 2014
Markings: Sheryl P. Walter Declassified/Released US Department of State EO Systematic Review 20 Mar 2014